EXHIBIT #45

#23068

Larry A. Boss

From: Ladias, Eleny
Sent: Friday, October 17, 2008 11:09 AM
To: Harvey, Izella
Subject: Re: IMPORTANT!!!

Izella,

I received this explanation from Larry Boss which is definitely insufficient. Also, the medical certification he provided just stated that the doctor performed a CT scan on him on Monday 9/15/08. He could have scheduled this exam after the review. How should I respond to Larry on all of this?? Any suggestions for the proper wording? FYI., Remember the original certification said that he wasn't supposed to work on Tuesday but he sent me a message late that Tuesday stating that he had teleworked. He was charged with AWOL for both Monday and Tuesday (9/15 & 9/16). I believe the AWOL should stand as it is.

Eleny

From: Boss, Larry A
Sent: Wednesday, October 15, 2008 3:41 PM
To: Ladias, Eleny
Subject: Re: Explanation

I have submitted the requested information and placed it in your "in-box".

The initial request was misinterpreted by the physician's assistance - she relayed the info incorrectly to Dr. Sisbarro. She assumed I would be off two days when I told her I would return to work on September 17, 2008. She didn't know I was teleworking on Tuesday – that accounts for the misunderstanding.

Please let me know if this is adequate.

L. Boss

From: Ladias, Eleny
Sent: Friday, October 10, 2008 3:31 PM
To: Boss, Larry A
Subject: Re: Explanation

Larry,

You were charged with AWOL for pay period #19, for departing work 45 minutes early on September 19, 2008. Mr. Meiss in an e-mail message on 9/29/08 offered you the opportunity to cover the absence with leave. You refused to provide the leave slip and was issued a Letter of Warning and notified of the charge of AWOL. The AWOL has been entered into the record and properly recorded in the payroll system. You now indicate that upon further reflection you want to submit the leave slip. At this point, I am not inclined to remove the AWOL and therefore, I am returning your leave slip.

Additionally, you requested more information regarding the medical certification you provided on Monday, September 22nd, 2008. The medical certification you provided did not adequately support that you were absolutely required to be off work on 9/15 & 9/16. As you know, you continually argued with me for several weeks about assigning you to perform the HOPE VI review that was scheduled for the week of September 15th, 2008. You presented medical certification after you had received a Direct Order to complete the review. You were very clear that you did not want to complete this assignment. You were advised that if you submitted medical certification it must be very clear that you were **required** to be off work and **unable** to work during that week of September 15th, 2008. In addition to the above reasons, the certification I received is suspect for the following reasons; 1. the words on the certification "has been examined by me on" were crossed out, so it is unclear whether this certification was signed by an examining physician and whether you were examined. 2. the certification stated that you were unable to work 9/15 and 9/16 and that you could return to work on 9/17, however, on 9/16, I received an e-mail at 6:36pm Tuesday evening from you, saying that you were teleworking that day; this is in direct contradiction to what the certification stated. Therefore, because you had received a Direct Order to perform your duties and your medical certification is unclear; you will need to provide medical certification that supports the above. Your medical certification must be very detailed and adequately explain why you were unable to work on 9/15 or 9/16. Further, **the dates that you were unable to work should be clearly stated.** Again, this certification must be on original letter head with an original signature.

Eleny

From: Boss, Larry A
Sent: Friday, October 03, 2008 4:00 PM
To: Ladias, Eleny
Cc: Meiss, Steven E
Subject: RE: Re: Explanation

Upon further reflection, I have decided to fill out the leave request for the forty five minutes. Also, there will be a leave request submitted for today for one hour. Regarding the Doctor's Certification, we're not clear on what it is that you want. In the email you requested that the medical certification be submitted on original letterhead with an original signature. I think I submitted that – it was an original letter with a designated physician's signature - can't you be more specific and tell us what you want or looking for? Also, the request was written on that Thursday afternoon. Let's be realistic here, how am I going to track down a busy doctor on a Friday and get this certification to you by Monday. He didn't return my call until Monday, and I don't own a Fax Machine.

L.Boss

From: Ladias, Eleny
Sent: Monday, September 29, 2008 3:41 PM
To: Boss, Larry A
Cc: Meiss, Steven E
Subject: Re: Explanation

Larry,
Attached is an explanation for the AWOL charges. I will provide you with a hard copy of this letter too.

Eleny